



**Every day, you make decisions that impact our organization. If you're unsure if an action is ethical, stop and ask yourself:**

- Is this action legal?
- Is it in line with our policies?
- Does it reflect our culture and our values?
- Would I feel comfortable if my actions were made public?

**Answering “yes” to all of these questions means the action is probably OK. Any “no” or “maybe” answers are a sign to ask for guidance.**



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